

## Qualities of a Good Leader



*"A good leader has an open mind."*  
—Michelle Barbounis  
DDJF Administrative Assistant

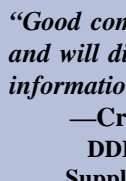
*"A leader must be a good role model for the people he works with."*

—Rey Bantug  
DDYJ Materials Handler



*"A good leader should encourage, inspire, motivate and develop others."*

—HM1 Herry Pangilinan  
DDPH Leading Petty Officer, Tiger Team



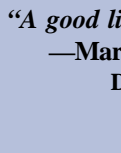
*"Good communicator and will distribute information."*

—Craig Russell  
DDHU General Supply Specialist



*"Always positive even when the atmosphere is negative."*

—Janice Kyle  
DDPW Supply Technician



*"A good listener."*  
—Margaret Metroz  
DDPW Supply Technician



## DLA Unveils Program to Build Leadership Skills

By Jessica Walter-Groft, DDC Command Affairs

Based on the feedback received on the DLA Culture/Climate surveys, DLA has implemented a new Enterprise Leader Development Program (ELDP) designed to further develop the DLA leaders of today and tomorrow.

The DLA Culture/Climate surveys indicated a need for DLA to invest in building the leadership skills of DLA supervisors, specifically in the areas of setting goals and "practicing what they preach."

"DLA realizes that having strong leaders in key positions alone is not enough. With so many complex initiatives such as Business Systems Modernization (BSM), Customer Relationship Management (CRM), Strategic Distribution (SD) and A-76, DLA will need an excellent leadership team throughout the Agency," said Jackie Noble, DDC Command Affairs Officer and member of the ELDP Leadership Council.

The ELDP is a series of components that will enhance a leader's skills. Endorsed by DLA Senior Leaders at a conference in November of 2003, the ELDP is the agency's first inclusive, structured, consistent and formalized program that will support all levels of current leaders in building their competencies.

The program is divided into five tiers depending on a supervisor's amount of experience. For each tier, a customized training program has been developed that includes a combination of group, classroom and peer learning.

The first training program to be released so far is for Tier II (supervisors with up to two years of experience). This two-year program is divided into four phases which will take a total of 146 hours of complete over the two-year period. The program is mandatory for all DLA employees appointed to a supervisor probationary period beginning April 1, 2004, and will not apply to supervisors appointed prior to that time.

The training programs for the other four tiers are expected to rollout later this year. In the meantime, be sure to visit DLA's website, Today & Tomorrow, <https://today.dla.mil>, click on the "Hot Topics" tab and choose "Enterprise Leadership." In addition, a Leadership Enterprise Portal site will soon be available on your desktop, and you can also contact Kim McDonald, the DDC representative on the Leader Development Working Group, for more information.

## DLA Corporate Leadership Council

The DLA Corporate Leadership Council is responsible for developing the most effective leadership development model for the Agency. Key objectives of the Council include fostering better communication at all levels across the Enterprise as well as promoting and recognizing leadership of excellence.

DDC representatives on the council are Twila Gonzales, Director of the Commercial Activities Office (Senior Manager Representative); Jackie Noble, DDC Command Affairs Officer (First Line Supervisor Representative); and Willard Peek, DDRT Materials Handler Supervisor (Wage Supervisor Representative).